Uzzell et al v. Johson et al

EXHIBIT A

DISMISSAL AND NOTICE OF RIGHTS

To: Patricia Uzzell 104 Boulder Dr Lucama, NC 27851		From:	U.S. EEOC-Raleigh Area Office 434 Fayetteville Street, Suite 700 Raleigh, NC 27601		
	On behalf of persor CONFIDENTIAL (2:	(s) aggrieved whose identity is 9 CFR §1601.7(a))			
EEOC Charg	je No.	EEOC Representative	Telephone No.		
		J. E. Morales,			
433-2020-	01091	Senior Federal Investigator	(919) 856-4152		
THE EEO	C IS CLOSING ITS FILE O	N THIS CHARGE FOR THE FOLLO	OWING REASON:		
	The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.				
	Your allegations did not involve a disability as defined by the Americans With Disabilities Act.				
	The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.				
	Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge				
	The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.				
	The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.				
X	Other (briefly state)	Elected Official			
		- NOTICE OF SUIT RIGH (See the additional information attached to			
Discrimina You may fil lawsuit mu	ition in Employment Act: e a lawsuit against the resp st be filed <u>WITHIN 90 DA</u> Y	This will be the only notice of dismis condent(s) under federal law based	Nondiscrimination Act, or the Age ssal and of your right to sue that we will send you. on this charge in federal or state court. Your or your right to sue based on this charge will be different.)		
alleged EP		ns that backpay due for any violati	nin 2 years (3 years for willful violations) of the ons that occurred more than 2 years (3 years)		
		On behalf of the Com	mission 01/22/20		
Enclosures(s)	Thomas M. Colclough			
To TO PO	neresa Whitehead own Administrator OWN OF LUCAMA OB 127 Icama, NC 27851	<i>y</i> .			

DISMISSAL AND NOTICE OF RIGHTS

		DISMISSAL AND NO	TICE OF	F RIGHTS	
207 E	Taylor Balock Rd. na, NC 27851		From:	Raleigh Area Office 434 Fayetteville Street, Suite 700 Raleigh, NC 27601	
		person(s) aggrieved whose identity is TIAL (29 CFR §1601.7(a))			
EEOC Charg	e No.	EEOC Representative		Telephone No.	
		Johnnie M. Barrett,			
433-2020-	01110	Senior Federal Investiga	itor	(919) 856-4087	
THE EEO	C IS CLOSING ITS F	LE ON THIS CHARGE FOR TH	HE FOLLO	OWING REASON:	
	The facts alleged in th	e charge fail to state a claim under	any of the	statutes enforced by the EEOC.	
	Your allegations did n	ot involve a disability as defined by	the Americ	cans With Disabilities Act.	
X	The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.				
	Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge				
	The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.				
	The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.				
	Other (briefly state)				
		- NOTICE OF SU (See the additional information			
Discrimina You may fi lawsuit mu	ition in Employment e a lawsuit against th st be filed <u>WITHIN 9</u>	t Act: This will be the only notice e respondent(s) under federal la	e of dismis aw based s notice; o	n Nondiscrimination Act, or the Age issal and of your right to sue that we will send you on this charge in federal or state court. Your or your right to sue based on this charge will be different.))U.
alleged EP	Act (EPA): EPA suit A underpayment. Thi I file suit may not be	s means that backpay due for a	court with	hin 2 years (3 years for willful violations) of the tions that occurred more than 2 years (3 years	1
		On behalf	of the Com	nmission	
Enclosures(s	()	Thomas M. C Acting Distri			

Teresa Whitehead Town Administrator TOWN OF LUCAMA 111 S Main St Lucama, NC 27851

CC:

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: Melissa Hayman 103 Pearson St N 433-2020-01098 Wilson, NC 27893 From: Raleigh Area Office

434 Fayetteville Street, Suite 700

Raleigh, NC 27601

	On behalf of person(s) aggrieved whose identity is CONFIDENTIAL (29 CFR §1601.7(a))			
EEOC Charge	No. EEOC Representative	Telephone No.		
	Jason Matthews,			
433-2020-0	1098 Investigator	(919) 856-4691		
THE EEOC	IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING F	REASON:		
	The facts alleged in the charge fail to state a claim under any of the statutes e			
	Your allegations did not involve a disability as defined by the Americans With I			
X,	The Respondent employs less than the required number of employees or is no	ot otherwise covered by the statutes.		
	Your charge was not timely filed with EEOC; in other words, you waited discrimination to file your charge	d too long after the date(s) of the alleged		
	The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.			
	The EEOC has adopted the findings of the state or local fair employment pract	ices agency that investigated this charge.		
	Other (briefly state)			

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age
Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you.

You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the before you file suit may not be collectible.

On behalf of the Commission

Enclosures(s)

CC:

Thomas M. Colclough, Acting District Director 1.28.2020

(Date Mailed)

Teresa Whitehead Town Administrator TOWN OF LUCAMA Po Box 127 Lucama, NC 27851

DISMISSAL AND NOTICE OF RIGHTS

To: Teresa Whitehead 2506 Canal Drive NW Wilson, NC 27896		Drive NW	From:	Raleigh Area Office 434 Fayetteville Street, Suite 700 Raleigh, NC 27601
		On behalf of person(s) aggrieved whose identity is CONFIDENTIAL (29 CFR §1601.7(a))		
EEO	C Charge No.	EEOC Representative		Telephone No.
		Kofi K. Sam,		
433-2020-00188 Investigator		Investigator		(919) 856-4094
THE	E EEOC IS CL	OSING ITS FILE ON THIS CHARGE FOR TH	E FOLLO	WING REASON:
	The fa	acts alleged in the charge fail to state a claim under a	ny of the s	statutes enforced by the EEOC.
	Your a	allegations did not involve a disability as defined by the	ne America	ans With Disabilities Act.
	X The R	espondent employs less than the required number o	f employee	es or is not otherwise covered by the statutes.
	Your discrir	charge was not timely filed with EEOC; in other mination to file your charge	words, y	ou waited too long after the date(s) of the alleged
	inform	EEOC issues the following determination: Based unation obtained establishes violations of the statutes atutes. No finding is made as to any other issues the	. This doe	vestigation, the EEOC is unable to conclude that the es not certify that the respondent is in compliance with construed as having been raised by this charge.
	The E	EOC has adopted the findings of the state or local fa	ir employn	nent practices agency that investigated this charge.
	Other	(briefly state)		
		- NOTICE OF SUI		
Pisc You laws lost.	rimination in may file a law uit must be fi (The time lim	ricans with Disabilities Act, the Genetic Info Employment Act: This will be the only notice suit against the respondent(s) under federal lated WITHIN 90 DAYS of your receipt of this it for filing suit based on a claim under state law PA): EPA suits must be filed in federal or state of	of dismis w based o notice ; o may be d	isal and of your right to sue that we will send you. On this charge in federal or state court. Your or your right to sue based on this charge will be lifferent.)
alleg	ed EPA under	rpayment. This means that backpay due for ar it may not be collectible.	ny violation	ons that occurred more than 2 years (3 years)
		On behalf o	f the Comr	mission
		KI		0//22/20
Enclo	osures(s)	Thomas M. Co	olclough	(Date Mailed) (Like)

TOWN OF LUCAMA, NC 111 S Main St PO Box 127 Lucama, NC 27851

CC:

Acting District Director